

**MOTION BY SUPERVISOR MARK RIDLEY-THOMAS
Relates to Agenda Item No. 22**

NOVEMBER 26, 2013

Child-Care Services for County Employees at the Martin Luther King, Jr. Medical Campus

The Los Angeles County (County) Department of Health Services (DHS) is rapidly improving its operations to implement the Patient Protection and Affordable Care Act (ACA) and become a provider-of-choice for County residents. A significant component of this process is the Board of Supervisor's efforts to restore and expand high-quality services for County residents at the Martin Luther King, Jr. Medical Campus where the new Martin Luther King, Jr. Community Hospital and the new Martin Luther King, Jr. Outpatient Center will soon open.

The provision of infant and child-care services for children of County employees and the community at designated County facilities, including DHS facilities, represents a significant component of the County's commitment to serve the needs of its residents.

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MOTION

MOLINA _____

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RIDLEY-THOMAS _____

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The provision of quality infant and child-care services for the children of County employees facilitates DHS' efforts to attract and retain a highly productive and skilled workforce. Research indicates that access to secure child-care enables parents to work their necessary hours, improve their skills, and perform their jobs without undue lateness or absence while meeting their familial obligations. For instance, a 2010 study by the Cornell School of Industrial Labor Relations examined the impact of the provision of child-care support for New York City's public health care sector employees and demonstrated that maintaining stable and reliable child-care arrangements positively impacted employee engagement, productivity and performance at work. In addition, employees reported using fewer sick days in order to deal with child-care issues. This allowed employers to avoid the lost productivity that occurs when employees come to work but perform below par due to any kind of illness. Finally, given the challenges in recruiting clinicians and other essential health-care staff who are willing to work in high-need areas, the provision of child-care services for the children of County employees is an essential part of the strategy to recruit and maintain a workforce capable of serving the needs of County residents.

These contractor agreements were launched on July 8, 2008. Child-care center operator services are currently offered at the following DHS facilities: Harbor-UCLA Medical Center, H. Claude Hudson Comprehensive Health Center, Rancho Los Amigos

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National Rehabilitation Center, LAC+USC Medical Center, and Olive View-UCLA Medical Center.

The current agreements, however, do not include or plan for the provision of infant and child-care services for children of the roughly 1,000 County employees at the Martin Luther King, Jr. Medical Campus.

The County of Los Angeles (County) should provide infant and child-care services for children of County employees and the community at the Martin Luther King, Jr. Medical Campus that are commensurate with those available at other designated DHS facilities.

I THEREFORE MOVE THAT THE BOARD OF SUPERVISORS: Find that there is a need for child-care services at the Martin Luther King, Jr. Medical Center campus commensurate with the need at the other County health campuses.

I FURTHER MOVE that the Board of Supervisors direct the Director of the Department of Health Services (DHS), working in coordination with the Child Care/Service Integration Branch of the Chief Executive Office to report back in writing in 45 days with a proposed workplan that initiates on-site employee infant and child-care center at the Martin Luther King, Jr. Medical Campus.

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